As a Public Health Leader…
What do YOU think the workforce of the future needs to look like?

Future Trends that Affect the Workforce
This section deals with changes in the external environment that will require us to adapt public health practice. The changes will take place no matter what we do. We have an opportunity to anticipate and direct changes in our field purposefully. In other words, not playing to where the ball *is* – but *where it is going to be*.

The Future of the Public's Health* cites these significant trends…

       <u>Population growth and demographic changes</u>
            Older and grayer
            Increasing Racial and ethnic diversity
            Continued disparities based on income, language, social ecology
            Added: Increased urbanization (affecting both rural and urban areas)

       <u>Technological and scientific advances</u>
            Genomics
            Advances in biological and medical technology sciences
            Internet: Broader access to health information –right or wrong
            Added: increasingly rapid exchange of information
            Added: increased evidence about program effectivenenss

       <u>Globalization and Health</u>
            Exposure to infectious agents via travel, trade, food shipment
            Ecological stress: Ozone depletion, climate change
            Sociological effects on income, employment, lifestyle
            Security

Which of these trends will affect he workforce directly – and how?

What do you think will change about the work environment?

What are the workforce implications of those changes?

What expertise will you need more of?

Are these people in the workforce today?
If not, what workers or skill areas do you think need to be added first?

Underlying all these changes is greater "connectivity" between people, machines, and countries. What connections should we support today to build a better future for realizing public health goals?

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Workforce Management: Today's Experiences – Implications for the Future
This section deals with management of today's workforce and asks about likely points of
pressure – where change needs to happen. How would you *like* it to be?

Do you have difficulty recruiting? What types of jobs?
What are the reasons or barriers that cause the difficulty?
Do you have ideas about whar to change about this?

Do your current job classes meet the needs you have to provide services?
Do you need more of certain types of job classes? Which ones?
Are there new skill areas within jobs that you need more of? Which ones?

Does your workforce have access to management training for promotion? Are they used?
Does your agency have any succession planning?
Is there access to leadership development programs? Are they used?

Are you engaged in a strategic plan? Do you have workers skilled in doing this planning?

How much effort have you spent on the issue of cultural competence?
What do you think needs to be done to increase cultural competency in your workplace?

What are the leading personnel issues – the hassles -- that occupy your time as a director,
manager or worker today? What would you change if you could?

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Learning Management – the Delivery System
This section looks at how the workforce members can access needed skills and knowledge during their careers. It implies a systematic way of doing this, although today our approach is fairly random. If it is to become more systematic, how should it look?

Are your workers allowed time for training? Compensated time?

What barriers keep people from pursuing learning opportunities? List them.

Have you ever assessed the learning needs across your workforce – or by program? What did you learn?

In your agency, do you have education committees or any formal process for organizing on the job learning? Describe them.

Which of these strategies are most likely to fit learning needs of your workers? Are there strategies to add? If they all sound good, pretend we could do them all, but adding only one at a time. As a group, put them into priority order starting with what you would add first, second, etc.

       ___Interactive, on-line learning
       ___Mentoring, coaching
       ___On-line access to full-texts (e.g. Medical library)
       ___Routine one-hour in-services
       ___Community college or university courses
       ___On-site or regional classes
       ___Audio calls or lectures
       ___Video or Satellite presentations
       ___Small learning groups that meet routinely